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Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

Fifth periodic report of States parties

Norway*

* For the initial report submitted by the Government of Norway, see CEDAW/C/5/Add.7, considered by the Committee at its eighth session. For the second periodic report submitted by the Government of Norway, see CEDAW/C/13/Add.15, considered by the Committee at its tenth session. For the third periodic report submitted by the Government of Norway, see CEDAW/C/NOR/3, considered by the Committee at its fourteenth session. For the fourth periodic report submitted by the Government of Norway, see CEDAW/C/NOR/4, considered by the Committee at its fourteenth session.

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* **Appendices 2 to 5 are available for consultation in the Secretariat, room DC2-1215.**

INTRODUCTION

1. The United Nations Convention on the Elimination of All Forms of Discrimination against Women was signed by Norway on 17 July 1980 and ratified on 21 May 1981 with no reservations.

2. The present report covers the years 1994-1997; however some information and statistics have been updated per June 1999. This present and fifth periodic report is structured according to the General Guidelines Regarding the Form and Contents of Periodic Reports to be Submitted by State Parties under Article 18 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW/C/7/Rev. 3 of 26 July 1996). Following the Guidelines, the focus in this report is on changes and new developments that have taken place since Norway submitted the initial report. Areas where there have been no changes in terms of legislation or otherwise since the fourth report have not been discussed in detail.

3. The Government ministries and the Gender Equality Ombudsman have contributed to the report. The Gender Equality Ombudsman, the Centre for Gender Equality and a few NGOs and social partners have been invited to submit their comments, and those received are enclosed. A draft of the report was submitted for comment to the Government's Advisory Committee on Human Rights in June 1999.

4. To facilitate the examination of this report, reference is made to the previous reports submitted by Norway. The most recent are contained in documents CEDAW/C/NOR/4 and CEDAW/C/NOR/3 and are dated 22 September 1994 and 6 May 1991 respectively. Reference is also made to the Committee's concluding observations to these two reports (CEDAW/A/50/38 of 31 May 1995). A last reference is made to the Norwegian CORE document (HRI/CORE/1/Add. 6 of 3 June 1992) concerning information on land and people, general political structure, general legal framework within which human rights are protected, information and publicity.

5. Reference is made to the CEDAW Committee's Guidelines for preparation of reports, CEDAW/C/7/Rev. 3 of 26 July 1996. According to para. 8, State parties to CEDAW are invited to include information on measures taken to implement the Beijing Platform for Action from 1995. The Norwegian Government submitted a report on the follow-up to Beijing to the UN in May 1997. This report is enclosed. In the following, we will therefore not report on the individual 12 critical areas of concern in the Beijing Platform for Action. We will, however, comment briefly on the status of the process started in Beijing.

6. The Beijing Platform for Action has given inspiration to a continuing process and has introduced new ways of thinking and new strategies in the struggle for achieving de facto equality between men and women.

7. A national strategy to follow up Beijing was discussed by high-level representatives, including state secretaries, from all the ministries at a conference on mainstreaming strategies in 1996. The first reports on how the implementation of gender equality measures is progressing in the individual ministry were produced in spring 1997 in connection with the preparation of a report on gender equality to *the Storting*, the Norwegian parliament.

8. A follow-up conference on Beijing was jointly organised in December 1995 by the Ministry of Foreign Affairs, the Ministry of Children and Family Affairs and the women's umbrella organisation, FOKUS. The women's organisations and other NGOs formed the primary target group for the conference and the objective was to exchange thoughts and views on the official and NGO conferences in Beijing and to discuss relevant areas and proposals for national implementation

9. Health was one of the main topics at the NGO/Ministerial seminar arranged in Norway after Beijing. The Beijing conference promoted the integration of a gender perspective in general health information, statistics and services. Other areas identified for action were equality in the economic field and prevention of sexual violence.

10. The Ministry is currently finalising a second report on the implementation of the Beijing Platform for Action, in accordance with a questionnaire prepared by the secretary-general of the United Nations in October 1998.

ARTICLES 1- 5

Gender equality in the legal system

11. The Norwegian Constitution is gender-neutral in its formulation. It contains no explicit provisions on gender equality or prohibitions against gender discrimination. These areas are regulated by the 1978 Gender Equality Act.

The status of human rights instruments in domestic law

12. The relationship between domestic law and international law in Norway is traditionally described as dualistic. This implies that in the event of a conflict between domestic law and international law, Norwegian courts shall in principle apply domestic law. Certain statutes, however, give preference to international law binding on Norway. In general, international law serves as a source of law when determining national law, and Norwegian law is as far as possible interpreted so as to be in accordance with international law. It follows that the impact of international law cannot be assessed only in terms of the concepts of dualism and monism.

13. The most usual method for implementing human rights treaties in Norway has been to ascertain that national law is in harmony with the relevant convention (ascertainment of normative harmony).

14. In order to strengthen the position of human rights in Norwegian law, a new general provision, Article 110c, was included in the Norwegian Constitution in 1994. The new provision reads:

> *"It is incumbent upon the authorities of the State to respect and to ensure human rights. Further provisions concerning the implementation of treaties thereon shall be laid down by statute."*

15. On 21 May 1999, *The Storting* passed the Human Rights Act. The Act incorporates the European Convention on Human Rights and the international covenants on Civil and Political Rights and on Economic, Social and Cultural Rights and their protocols into Norwegian law. The Act lays down that when rights and freedoms are afforded weaker protection in domestic provisions than in the conventions, the latter shall take precedence. An unofficial translation of the Human Rights Act is enclosed.

16. The Government will follow up this work by presenting proposals to further implement CEDAW as well as the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

The national machinery for the advancement of women

17. The Centre for Gender Equality (CGE), together with the Ministry of Children and Family Affairs and the Gender Equality Ombudsman, constitutes the national machinery for ensuring gender equality. The CGE is the result of a reorganisation of the Gender Equality Council that took place 1 August 1997, and which also lead to the amendment of section 9 of the Gender Equality Act.

18. The Council's role changed during the 25 years of its existence. From being mainly an advisory body for public authorities, politicians and organisations at a time when gender equality was unrecognised in these areas, the Council successfully developed into a body that specialised in promoting public awareness of gender inequality and in changing the attitudes of specific target groups, such as the municipal authorities, the media, trade and industry and the public at large.

19. The change of focus in the Council's work has been fruitful, and the reorganisation is intended to promote further development in the same direction. The Centre will function as a meeting-place for organisations and others involved in work on gender equality issues and as a source of information. It will also actively disseminate knowledge by arranging conferences and seminars, publishing books and pamphlets, exploiting modern information technology, etc.

The Gender Equality Act

Introduction

20. The Gender Equality Act entered into force in 1979 (a translation of The Act is enclosed). The Act is currently undergoing an overall revision and will probably be presented to *the Storting* in its revised form during this year. In its present form, the Act bears the marks of being drafted and adopted at a time when gender equality was less widely observed and more controversial than it is today.

21. The Act applies to all areas of society, but includes a general exception from the scope of application of the Act for the internal affairs of religious communities. This exception has been included in the interests of freedom of religion, cf. Article 2 of the Constitution, which states that everyone in Norway shall have the right to free exercise of their religion. The exception in the Gender Equality Act relating to internal affairs in religious communities only applies to matters closely associated with the actual exercise of religion. Consequently, other

activities engaged in by religious communities, e.g. running schools and hospitals, will in principle come under the scope of the Gender Equality Act.

22. This general exception is also applicable to the Church of Norway, although Norway's state church system gives the Government authority in certain areas of church affairs. The Church of Norway is regarded as a religious community on a par with other religious communities.

23. Whether or not the exception for internal affairs in religious communities should also apply to the Church of Norway in the future has been discussed. It must be stressed that the question is primarily of interest as a matter of principle. The provisions of the Gender Equality Act relating to equal job opportunities for women and men are included in substance in the Church of Norway's rules for the appointment of clergymen, which state that women and men have equal right to be appointed as clergymen. The proportion of female clergymen in the Church of Norway is steadily increasing and has so far reached 12 per cent.

The Gender Equality Ombudsman

24. The Gender Equality Act is enforced by the Office of the Gender Equality Ombudsman and the Gender Equality Appeals Board.

25. The Gender Equality Act is one of the strategies used to achieve equal opportunities for men and women. One of the most important aspects of the Act is the establishment of an ombudsman as a specific and independent control body to ensure compliance. The existence of a body that deals with complaints on gender discrimination free of charge makes it easier for the public to file such complaints.

26. The Ministry of Children and Family Affairs determines the budget and thereby the framework for the activities of the Ombudsman. However, the Ministry has no authority to give instructions concerning the discharge of the Ombudsman's tasks as laid down in the Act. The Office of the Gender Equality Ombudsman has a staff of 8 persons and limited resources, but has a reputation for being active and effective.

Affirmative action - section 3, re. CEDAW art. 4

27. The objective of the Act is to promote gender equality. In particular, the Act aims to improve the position of women, based on the assumption that there is a basic inequality between women and men in working life and otherwise.

28. The General Provisions section of the Act provides the legal framework for introducing affirmative action. Differential treatment of men and women may be in accordance with the Act if the treatment promotes gender equality in accordance with the broader purpose of the Act.

29. The Act was amended in 1995 to allow for the preferential treatment of men. The amendment has been limited to certain professions connected with the teaching and care of children. The main objective is to increase the number of men participating in care work, and thus to establish male role models in these occupations and combat gender segregation in the labour market.

Burden of proof - sections 4, 5 and 6

30. If differential treatment of women and men can be established in cases concerning recruitment, promotion, notice of termination, temporary lay-offs or pay, the employer bears the burden of proof to demonstrate that this is not due to the gender of the applicants or the employees. This used to be general practice, but in 1995 it was laid down in the Gender Equality Act.

31. The purpose of this statutory provision is to make the rules as clear as possible. This enables the parties involved in a dispute to predict decisions, simplifies the production of evidence and makes enforcement more efficient.

32. The explicit wording of the provision is an important signal to employers and trade unions to be more aware of their wage and personnel policies so that there will be less difficulty in establishing the facts in disputes about pay or appointments. It also encourages persons who think they have been discriminated against because of gender to submit a complaint to the Gender Equality Ombudsman.

Representation of both sexes on all official committees etc. - section 21

33. The Act lays down that each gender must be represented by at least 40 per cent of the members of all official committees, boards, councils, etc. of four members or more. Committees, etc. elected by proportional representation are exempted.

34. As a result of new regulations issued pursuant to the Local Government Act, the provisions on representation of both sexes on official committees at municipal and county level are now to be found in the Local Government Act. The chief administrative officers of the counties have been given the authority to enforce the provisions.

35. The Gender Equality Ombudsman must still monitor compliance with this provision.

Methods and measures for promoting gender equality into the new millennium

36. After the election in 1997, the new Norwegian prime minister established a new post in his office, that of political adviser with special responsibility for gender equality. The adviser heads a committee of state secretaries appointed to promote equality and monitor political aspects of equality and mainstreaming of the gender perspective. The main responsibility within the government remains with the Minister of Children and Family Affairs.

37. Mainstreaming of the gender perspective is the basic strategy for the further promotion of gender equality in Norway. This means that all ministries are expected to integrate a gender perspective and the goal of gender equality into their policies, decision-making and executive procedures at all levels and in all policy areas. In addition, all parts of the central administration are expected to follow up the Platform for Action adopted at the Beijing conference in their activities.

38. The first report on the progress of the implementation of gender equality measures in each ministry was debated in *the Storting* in May 1997. This document is also a presentation of the Government's policy and gives an overview of the achievements made so far regarding

mainstreaming of the gender perspective. A report on the current status of gender equality in Norway will be presented in each parliament (every four years). This report is an important element in the process of mainstreaming, since all the ministries are involved in its preparation.

39. A government committee has been set up to develop good practices and methods for assessing gender relevance in policy-proposals and bills to *the Storting*.

40. A handbook on gender equality in the municipalities was published and distributed to the municipalities in 1996. Biannual conferences on the subject are arranged by the Ministry of Children and Family Affairs and the Centre for Gender Equality for municipal gender equality councils and advisers.

41. The Research Council of Norway has adopted a new program for research on women and gender equality called "Gender in transition: institutions, norms, identities 1996-2001". The program will promote contact between researchers, public administrators, politicians and the private sector to identify research topics and contribute to the constructive dissemination of research results. Current research topics are: new forms of working life, individual rights and institutional norms, religion and cultural conflicts in a gender perspective, cultural coding of the body, sexuality, gender and ambiguity, and feminism as critique.

Gender equality in development cooperation

42. The overriding objective of Norwegian development cooperation policy is to contribute towards an improvement in the economic, social and political conditions in developing countries within the framework of sustainable development. One of the primary objectives for Norwegian development cooperation is to strengthen the position of women and to promote equality between women and men. This was stated as one of the five main development goals in Report No 19 (1995-1996) to *the Storting* "A changing world. Main elements of Norwegian policy towards developing countries".

43. Activities in support of women and gender issues have been an important part of Norwegian development cooperation for more than 20 years. However, the focus has mainly been on individual women's projects without the overall perspective of promoting equality at all levels of society. The idea that women must take part in the political and economic processes in a developing country to the same extent as men, has been missing.

44. In 1997, the Ministry of Foreign Affairs presented its new Strategy for Women and Gender Equality in Development Cooperation. The strategy is based on systematic efforts to ensure that a women and gender perspective is integrated into international development cooperation. This is in keeping with paragraph 38 of the Beijing Platform for Action, which recommends that gender perspective must be an integral part of policies in all sectors and areas. The Norwegian strategy focuses on six priority areas: women's rights, decision-making processes, economic participation, education, health and management of natural resources/the environment. It provides background information on how Norway can assist developing countries in implementing policies to promote gender equality. Gender equality is essential in all kinds of development cooperation and in bilateral, multilateral and humanitarian assistance, whether channelled through governmental agencies or non-governmental organisations.

45. Norway follows a dual strategy in development cooperation in order to fulfil its obligation to promote equal rights and opportunities for women and men in all areas of society.

One element is mainstreaming, i.e. integrating the gender perspective into all our activities. This is a challenging process, and it requires a good reporting system to verify that the aid is being allocated according to the political guidelines. The other element is establishing projects targeted specifically at women in order to level out disparities. Some projects are targeted at men, for instance efforts to combat violence against women. Norway also uses development cooperation to support internal processes that promote equality. Support for non-governmental organisations working with human rights and women's rights has often been effective in this respect.

46. Under this strategy, serious violations of women's rights over time in a particular country are liable to have consequences for the volume and direction of Norwegian development assistance to that country. An annual report has to be submitted to the Minister of Development Cooperation and Human Rights evaluating how far the stated objectives have been achieved.

ARTICLE 6

47. It is Norwegian policy to combat prostitution and trafficking in women not only because of the negative effects on the individuals involved, but also because of the negative effects on gender equality and on society as a whole. It is important to focus on the economic and social structures that maintain prostitution and on the demand side of prostitution - the buyers. It is also important to find methods for empowering the women involved.

48. Little new information is available on the extent of prostitution in Norway. However, media attention has recently been focused on prostitution in northern Norway. It is said that economic problems in Eastern Europe are to blame for the recent influx of Russian women in this area to find Norwegian clients.

49. Prostitution as such is not illegal in Norway. It is, however, illegal to profit economically from others' prostitution, including letting premises for the purpose of prostitution.

50. The extent of trafficking in women for the purpose of sexual exploitation, such as prostitution, is still thought to be limited in Norway. Nevertheless, the authorities are aware that this is a growing problem, which may also involve illegal immigration.

51. The Government's aim is to obtain more information on the problem of trafficking in women. The ministries involved are planning to draw up a joint platform for action designed to combat trafficking in women at national and international level. The ministries will be cooperating with NGOs and international organisations in this work.

52. A national resource centre for the prevention of prostitution, the Pro Centre, was established by the Ministry of Health and Social Affairs in 1994, to develop methods for providing help, support and advice to prostitutes, provide guidance for the social services, disseminate general information and develop preventive strategies.

53. PION is the prostitutes' own organisation. PION has received some financial support from the Pro Centre for its information activities.

54. Norway provides funding to support the Coalition Against Trafficking in Women (CATW) in its work to combat sexual exploitation of women worldwide.

ARTICLES 7-8

Women in government and publicly elected bodies

55. In the current coalition government, 47 per cent (42 per cent as of May 1999) of the ministers are women. The prime minister is a man.

56. In the current parliament, elected in 1997, 36.4 per cent of the representatives are women, a decrease of 3 per cent compared with the previous parliament (elected in 1993).

57. After the local government elections in 1995, the proportion of women on municipal and county councils rose from 28.5 per cent to 32.7 per cent in municipal councils and from 38.6 per cent to 41.2 per cent in county councils.

58. In the current Sami parliament, also elected in 1997, 10 of a total of 39 members are women.

Measures to increase women's participation in politics

59. The most important single factor behind the relatively high participation of women in politics in Norway is the use of quotas. The use of quotas in political parties was highly controversial when it was first introduced in the 1970s. Today, most political parties apply quota systems when nominating their election candidates and when appointing members of party organs.

60. Electoral campaigns have also proved to be an important tool. The Government has for several years financed campaigns intended to increase the number of women in political positions. These campaigns have primarily been held prior to local elections, because in these elections the voters have the right to change party lists by adding, crossing out or moving names. A campaign organised by the Centre for Gender Equality prior to the local elections in 1999 was financed by the Government.

61. In connection with the election to the Sami parliament in September 1997, a campaign was launched by the Sami parliament to increase the number of women elected as representatives.

Women in leading positions in the public sector

62. Various programmes for recruiting women to positions of leadership have been initiated, in the public as well as in the private sector. A project called "Women, Quality and Competence" has been launched to increase the number of women in executive positions in the public administration. The Government's goal is to increase the proportion of executive positions in the public sector that are held by women to 50 per cent by the year 2001.

Representation at the international level

63. According to section 21 of the Gender Equality Act, each gender must be represented by at least 40 per cent of the members of all official committees etc. of four members or more. Official delegations to international meetings should be composed according to the same rule.

64. In 1997, 30 per cent of the approximately 450 Norwegians employed by international organisations were women. In 1998, the total number of Norwegians increased to approximately 460 and the proportion of women to 34 per cent.

65. The Ministry of Foreign Affairs employs a total of approximately 1200 people, 52 per cent of whom are women. In 1997, 22 per cent of the total number of employees were women holding management positions. This proportion increased to 26 per cent in 1998.

ARTICLE 10

New educational reforms

66. The 1990s have brought about a number of general reforms in education that in many ways have influenced the opportunities for women. One of these, Reform '94, has given 16- to 19-year-olds new rights. All the courses in upper secondary education now either result in a vocational qualification or qualify for entrance to a college or university. One of the aims of Reform '94 has also been to raise the status of typically female occupations, and it is now possible to obtain formal qualifications in occupations that were previously regarded as unskilled.

67. A new curriculum for primary and lower secondary school - Reform '97 - has now been implemented. Compulsory primary and lower secondary education has been extended to ten years, and Norwegian children are now admitted to school at the age of six. The new curriculum has a separate chapter on gender equality, and the joint responsibility of men and women for the family is especially emphasised.

68. Moreover, a gender perspective has been incorporated into teaching methods and into the curriculum for each subject. A new curriculum for teacher training was implemented in 1998. A great deal of effort was put in to give gender equality a prominent place in the new teacher training reform.

69. The plans for a reform of adult education have now been presented. The reform will provide new opportunities for groups who for various reasons have not gone through the traditional educational system. The adult education reform is expected to provide new opportunities for these groups, especially for women over 20 years old.

The ten-year primary and lower secondary school

70. The Ministry of Education, Research and Church Affairs has had several surveys carried out, and the results show that gender-related inequalities continue to exist.

71. Gender differences in the natural sciences have been one of the subjects of The Third International Mathematics and Science Study (1991-98). The results of this study show that differences between boys and girls are to be found in their attitudes to the subjects rather than in their actual achievements. Similar results were found in the Natural Sciences Survey (1994-95) and concern was expressed about pupils' attitudes to and interest in the subjects. This was found to apply in particular to girls, who tend to develop a negative attitude to the natural sciences that in turn influences their choice of subjects as soon as they have the option of choosing. In the Survey on Mathematics in Schools and Society (1995-97) it was suggested that more teamwork might encourage girls to be more interested in mathematics at school.

72. The report entitled Evaluation of Measures taken to Promote Gender Equality in the Primary and Lower Secondary School (1996) shows that there is a need for further measures to promote gender equality in schools. The current situation is unsatisfactory. The new curriculum, competence-building for teachers and the teacher training reform are among the measures taken to improve the situation.

73. It is of vital importance to improve vocational counselling at the lower secondary school level from the point of view of gender equality. It is during this period that girls and boys make the choices that largely determine their future vocation or occupation. Although little has been done in the past to promote gender equality in vocational counselling, further training for counsellors has been established in connection with the new curriculum for primary and lower secondary education, and includes a special emphasis on education and vocational choice in relation to gender equality.

Upper secondary education

74. As previously mentioned, Reform '94 has provided new opportunities for young people, and especially girls. However, studies evaluating the reform have shown that the traditional gender-specific choices of occupation have been reinforced during the implementation of the reform. According to the statistics, there are today no differences in the level of education among men and women under the age of 40. However, the figures show that the subjects and occupations chosen by boys and girls follow the same pattern as in the 1970s.

75. Thus, it is the kind of education rather than the number of years spent in education that distinguishes the education received by girls and boys or women and men. Boys choose technical subjects and natural sciences, while girls choose domestic science, aesthetic subjects and social science. Boys are more job-oriented, whereas girls choose general subjects and higher education, often in subjects that provide broad qualifications. This pattern is especially visible in upper secondary school. Technical subjects and crafts attract almost only boys, whereas social welfare and health-related subjects and domestic science attract virtually only girls. Girls dominate in general subjects, arts and crafts and commercial and clerical subjects, while boys dominate in physical education subjects.

Table 1. Quota of girls in the various subjects before Reform '94. The Figures cover a fifteen-year period, in order to show trends over a period of time. Percentages

	1980	1990	1995
General subjects	54	55	56
Social and health related subjects	98	95	93
Domestic science	94	71	93
Arts and crafts	92	81	74
Commercial and clerical subjects	70	63	55
Physical education	40	38	39
Crafts apprenticeships and industrial subjects	15	18	16
Technical college	3	9	7

76. Trends over the last fifteen years have been positive in some areas. The proportion of boys in commercial and clerical subjects and in arts and crafts has increased considerably, and in social and health-related subjects it has increased slightly. The proportion of girls in craft apprenticeships and technical subjects increased slightly during the 1980s, but has declined between 1990 and 1995, see Table 1.

77. The decline in the proportion of girls in traditionally male-dominated subjects and the problem of recruiting boys to domestic and health-related subjects give cause for concern. The Ministry of Education, Research and Church Affairs has therefore commissioned a comprehensive three-year project entitled "Informed Educational Choice", in which several counties and upper secondary schools will be participating. The aim of the project is to motivate boys and girls to make informed and conscious vocational and educational choices that are independent of traditional gender roles, and to contribute to the creation of a labour market that is less characterised by traditional gender divisions.

78. Within the framework of general subjects in the upper secondary school, there is also a clear tendency early on for girls to avoid natural sciences and technological subjects. In order to induce more girls, as well as boys, to choose for example mathematics, physics and information technology, the Ministry has decided that pupils who choose these subjects at upper secondary school will receive two extra credit points when they apply to university or college.

79. The Ministry is focusing particular attention on information technology (IT). From a gender equality perspective, the aim is to find teaching approaches at all educational levels that can stimulate girls' interest in this field. Measures are being implemented to further this aim and will be followed up in the years ahead.

Universities and colleges

80. Today, the total proportion of female students enrolled at Norway's universities and colleges is over 50 per cent. In most subjects the proportion of women has increased considerably during the last ten years, although there has been a decline in the proportion of women studying economics/administration and technology in the period 1990-95.

81. In the arts, social sciences, health and health-related subjects women are in the majority. In law studies the numbers are approximately equal, while men still greatly outnumber women in technological subjects, natural sciences and economics/administration. In these areas, the proportion of women has stabilised at a relatively low level.

82. This is an unsatisfactory situation, and the authorities have taken measures to influence this trend, for example by giving extra credit points to pupils who choose technological subjects and the natural sciences at upper secondary school. Measures have been taken to increase the proportion of women studying information technology (IT) at all levels. This has had a certain effect. The relevant Ministry has commissioned a number of research projects in order to find the reason for women's lack of interest in IT. These projects will be followed up by a number of measures directed at pupils in primary school and in upper secondary school. It remains to be seen whether these measures will reverse the negative trend with regard to women studying IT, or whether there will be a merely temporary improvement.

83. Although the total proportion of female students is high, the numbers start to decline at post-graduate level and even more so at doctorate level and in research generally. In 1996, 34 per cent of doctoral students were women, as opposed to 20 per cent in 1991. Most women are to be found in agricultural sciences/veterinary medicine and in the arts; in both of these subject areas there was a majority of female doctoral students in 1996. The proportion of women is lowest in technological subjects, although there has also been an increase here, from less than 10 per cent before 1992 to 24 per cent in 1996. In the other subjects, the proportion of women is approximately one third. The Ministry has implemented measures to increase the proportion of female researchers in all subjects at all levels. In 1997, educational institutions received NOK 20,000 for every male and NOK 30,000 for every female doctoral student.

84. Educational institutions have been instructed to ensure an even balance between the sexes when recruiting candidates for higher-level positions. The new University Act (1995) allows vacancies to be advertised for the underrepresented sex.

85. An age imbalance within the research system (most positions have been held since the 1960s) has excluded well-qualified women and men from ordinary research jobs. In order to compensate for this, a number of temporary positions have been established at post-doctorate level so that researchers can be employed while waiting for a vacancy at a research institution. The proportion of women in these post-doctorate positions increased from 36 per cent in 1994 to 45 per cent in 1996.

86. There are currently two women's universities in Norway. These are institutions based on feminist values and feminist educational methods. The purpose of these universities is to provide an educational alternative for women. The universities receive government grants.

ARTICLE 11

Article 11, 1 b) Employment

The Norwegian Industrial and Regional Development Fund

87. The Norwegian Industrial and Regional Development Fund, established in 1993, is a national instrument for the development of Norwegian business and industry. The main objective of the fund is to promote profitable commercial and efficient economic development in Norway.

88. The fund has at its disposal a wide range of financial instruments, including loans, guarantees, grants and equity capital. In addition to giving financial support to projects based on applications from companies, the fund also takes the initiative to launch programs and activities that promote the development of sectors of industry and various business activities. Included in such activities are initiatives directed towards promoting a higher participation of women in business.

Reasons for promoting women in business

89. The Industrial and Regional Development Fund's commitment is based on the recognition that women are an important resource for economic growth. In today's increasingly competitive markets, companies have to utilise the expertise and capacity of both men and women. In the future, the private sector will be dependent on a diversity of expertise and experience in order to be competitive. Employing women in for instance management, product development, design and marketing may give a company a competitive advantage. In addition, providing employment opportunities for both sexes contributes to the objectives of regional policy, especially in outlying areas, where young women have traditionally had difficulty in finding employment suited to their qualifications and interests. As a consequence they often move to cities and more densely populated areas where they have a wider choice of occupation. In the long run, this erodes the population base in these regional areas.

90. The various measures to promote private sector development are in principle gender neutral. However, since men have traditionally been more active in the market, the measures have not taken account of the special needs of women. For instance, new women entrepreneurs often lack the necessary expertise for developing enterprises. In addition, women starting new businesses often lack self-confidence and rely to a large extent on a supporting network. Furthermore, traditional views of expertise, which favour male qualifications, and gender segregation in education have limited the recruitment of women in the private sector, especially when it comes to management positions. To a certain degree women do not satisfy the demands of the private sector, but on the other hand the private sector does not always appreciate the unique expertise and experience of women.

Promotion of women in the private sector

91. The Industrial and Regional Development Fund's strategy to promote women in the private sector focuses on three main areas:

1) Stimulating the development of skills, expertise and qualifications of women so that they can be given key positions in enterprises. The fund's role is:

a) to motivate enterprises and organisations in the private sector to provide training and instigate measures that qualify women for the needs of the enterprises.
b) to support and give women priority in projects for the development of expertise within the various industrial sectors.
c) to encourage the private sector to increase the share of women in management and key positions, and in general to have a positive attitude to recruiting women.

2) Supporting the establishment of new enterprises by women. The fund's role is:

a) to assess plans for the establishment of new enterprises by women.

b) to motivate women to become entrepreneurs.
c) to prepare satisfactory financial offers for, and a systematic professional follow-up, of female entrepreneurs.

3) Stimulating the creation of jobs and services for women in outlying districts and promoting varied and interesting offers of employment for both sexes in a family. The fund's role is:

a) to contribute to the exchange of experience between municipalities and regions in projects promoting women in business.
b) to help women qualify for positions as managers of local development projects, and become members of the board of directors in enterprises.

92. All measures and schemes financed by the fund are available to women and men alike. However, under one of the schemes, which provides grants for entrepreneurs and which has been operational for many years, women have been and will continue to be given priority.

93. A scheme was introduced in 1998 that is specially tailored to the requirements of women developing and starting up small businesses. This scheme, Network Credit, will be used to fund networks consisting of a small number of persons with various business plans requiring financial support. The network will then offer small loans to its members. Such loans have always been difficult to obtain in banks and other credit institutions, because of their small size and because of the lack of proper security. This scheme is based on the Grameen Bank model, which was developed in Bangladesh.

Trends in leadership

94. The Level of Living Survey of 1995 showed that 39 per cent of all full-time employees in Norway, or 29 per cent of women employees and 46 per cent of men, have leadership or supervisory responsibilities. In both the private and the public sector, there are few women in higher executive positions. The proportion of women in female top management posts in the 1990s is only 4 per cent in the private sector and 10-12 per cent in the public sector.

95. However, the number of women in middle-management jobs has risen over the last few years in both the private and the public sector. The labour market seems to be less segregated according to level of position among younger employees.

96. The causes of career differences between women and men are complex and vary a great deal between sectors and subgroups of women. The main conclusions from research in this field in the private sector are as follows:

- Fewer women than men have the education or training that qualifies them for top management jobs. Since 1990 there has been a worrying trend in the private sector that fewer women follow educational paths leading to management, especially in some technical fields.
- Among women and men with similar backgrounds, women tend to have fewer promotions than men do. These differences may be caused by women's preferences, attitudes or other factors at the workplace, or attitudes among employers.
- Structural factors, like a higher proportion of leading positions within sectors dominated by men, also play a role.

Measures to promote women's career-building

97. The fact that Norway has few women in leading positions in some sectors, and especially in top management, is being given more attention by for instance the Confederation of Business and Industry and the Ministry of Labour and Government Administration. Research is being done in this field and there is a greater focus on communication of results through seminars and books.

98. Precise goals have been set for the proportion of women in management at each level at some workplaces in the private sector. In the public sector, 22 per cent of all top and middle management jobs are held by women. The goal is to increase this number to 30 per cent by the year 2001, especially by improving recruitment. The Ministry of Labour and Government Administration is considering various measures for increasing these numbers in the ministries and their subordinate agencies.

99. On 17 June 1999, the Centre for Gender Equality launched a register of the names of women regarded as potential leaders in private business and public administration. The register will be kept and updated by the Centre for Gender Equality.

Part-time jobs

100. There is still a high percentage of women working part-time outside the home in Norway. Forty-six per cent of female employees work part time. Flexibility is the main reason for this high percentage, as women still bear the main responsibility for work in the home. The possibility of working part-time is of great importance for women's participation in working life; because without this possibility many women would otherwise not work outside the home.

101. Part-time workers have the same rights as full-time workers. They do not, for instance, risk losing any rights if they take maternity leave. On the other hand, working part time entails lower wages, which makes it more difficult for many women to become financially independent.

Article 11, 1 d) Remuneration

Pay trends

102. The difference in hourly pay between men and women working full time is approximately 20 per cent. On average there has been little or no change in the overall wage gap between men and women since 1980.

103. Within sectors, however, the development of the wage gap between women and men shows a different picture. In the last ten years there has been an overall trend towards equalisation. The wage gap in the industrial sector has been reduced from 16.0 per cent in 1980 to 9.5 per cent in 1997. The comparable figures for the public sector is 19.1 and 10.1 per cent, respectively.

104. However, there have also been periods of stagnation and the trend has even been reversed in some sectors since 1990, for instance for people dealing with the public in local government, the bank sector and the educational sector.

105. There is a small wage gap between men and women with equal qualifications who hold positions at the same level in the private sector and it is decreasing.

106. An important finding is that wage differences between men and women are often due to differences in position and that they can be traced back to the wage at the time of appointment.

107. Structural changes in the labour market, e.g. gender segregation of the labour force, seem to produce a trend that is the opposite of the trend observed within different sectors with regard to the pay gap. It seems that structural factors neutralise the positive effects of a rising educational level among women.

Measures for achieving equal pay between women and men

108. Measures for achieving equal pay between men and women must be directed toward several different processes in the labour market. It is also necessary to find out more about the existing processes and the consequences of equal pay. Annual statistics at several levels in the labour market must be improved.

109. The centralised wage negotiations have in recent years had a low-wage and equal-pay profile, in both the private and the public sector. However, the positive effects of this profile have to some extent been cancelled out and even counteracted by local negotiations in the private sector. An agreement to improve the implementation of gender equality in individual enterprises was part of the wage agreement in the private sector in 1996. In the public sector, local negotiations have reduced the wage gap between men and women.

110. The recruitment policy and career opportunities for women at the individual workplace are an important means of achieving equal pay. Improvements in this area depend on the enforcement of the Gender Equality Act and the development and implementation of an action plan for gender equality. The unions have an important role to play and managements in the individual enterprises also have a key role to play in ensuring equal pay.

Section 5 of the Gender Equality Act, equal pay for work of equal value

111. The question of equal pay is one of the main issues in the promotion of gender equality. The issue is controversial and is a central part of the Gender Equality Ombudsman's work, as men seem to be consistently better paid than women.

112. The cases concerning equal pay that are submitted to the Gender Equality Ombudsman are more complex today that they were in the past. Today, differences in salaries and wages are more often hidden behind differing job titles, or are camouflaged as cash bonuses and other benefits given by the employer. However, market-based salaries also account for some of the differences. Wage differences are not necessarily due to differences in age, education or seniority.

113. The purpose of the Gender Equality Act goes further than the principle of equal pay for identical work. According to section 5 of the Act, men and women must receive equal pay for work of equal value. It is not only identical jobs that must be remunerated equally, but also jobs with apparent external differences, provided that they have comparable value.

114. In the travaux préparatoires to the Act it was assumed that a comparison can only be made between jobs within the same professional area, or with substantial external similarities. Consequently, a comparison between nurses and engineers, for instance, could not be made. The Gender Equality Ombudsman has proposed that this provision be made more effective by amending its implementation in such a way that jobs may be compared across occupational boundaries.

Job-evaluation systems, the CEDAW Committee's General Recommendation no 13 (eighth session, 1989)

115. Reference is made to the committee's suggestion on this matter contained in document CEDAW/A/50/38 para. 495. In 1995 a government committee was appointed with a mandate to develop a gender-sensitive job evaluation system and guidelines for such a system. The aim of the system was to compare work between different professional groups and work that is normally carried out by men and women respectively in order to get a gender-neutral evaluation. The system was to cover all areas of working life.

116. In 1997 the committee proposed that the value of the job, and not the individual performance should be assessed, and that all groups in the enterprise should be evaluated by the same method, irrespective of trade union membership. The Government is planning to try out the guidelines for a gender-sensitive job evaluation system.

Article 11, 1 e) Social security

Pension insurance

117. Reference is made to the committee's suggestions on this matter contained in document CEDAW/A/50/38 para. 493. This section briefly describes some issues related to pension schemes in the public sector, pension schemes with tax benefits in the private sector and state-subsidised pensions pursuant to the agreement between trade unions and employers' organisations.

118. The National Insurance Scheme is the cornerstone of the Norwegian welfare system, and state retirement pensions are a key element in this scheme. In Norway, the state retirement pension consists of two parts, a basic pension and supplementary pension. While everyone is entitled to the basic pension, only those who have had paid employment can receive the supplementary pension.

119. In all Norwegian pension arrangements, both in the National Insurance Scheme and in private pension schemes, the principle of equal rights for men and women is central. For example the retirement age is the same for men and women, and widows' and widowers' pensions are based on the same rules. However, men will on average receive a larger annual pension due to differences in wage levels between men and women since men have usually had more years of paid work than women. However, the increasing number of women in paid work is slowly reducing the disparity between men and women with regard to annual retirement pensions. In terms of total pension payments over a lifetime, women's pensions are more in line with men's because women generally live longer. Life expectancy in 1996 was 83.7 years for women and 79.3 years for men.

120. Since 1992, persons who care for their own children under 7 years of age and for disabled, sick or elderly persons at home without pay have been awarded pension points entitling them to a supplementary pension on a par with wage-earners.

121. The main purpose of pension schemes in the public sector is to supplement the state pension from the National Insurance Scheme. All public employees are members of the Norwegian Public Service Pension Fund. This fund guarantees a pension of 66 per cent of the gross wage of a person who has worked full time in the public sector for a minimum of 30 years. This amount includes the state retirement pension from the National Insurance Scheme. The state pension is proportionately higher for persons with a low income than for persons with a high income. Consequently, the proportion of the total pension that derives from other pension schemes will be lower for individuals with low incomes than for individuals with high incomes. Since women on average have lower incomes than men, they will on average receive less than men from these pension schemes.

122. In the private sector, pension schemes with tax benefits often provide a net amount as a supplement to the state pension. It is quite common for employees in the private sector to belong to a pension scheme provided by their employer. Statistics show that about 40 per cent of all private sector employees are included in a pension scheme with tax benefits, and that about 25 per cent of these are women.

123. All supplementary pension schemes in Norway are based on the assumption that in principle the size of the pension awarded will depend on the length of employment and the final wage level. Generally, a full pension is only paid out after 30 years of employment.

124. Pension schemes with tax benefits have existed alongside state pensions for almost 30 years with very few changes. When this system was first adopted, the distributional effects for men and women were not an issue. Pension schemes with tax benefits do not discriminate between men and women in respect of de jure status, but some of the rules may prevent women from obtaining de facto equal status. Employees may for instance be required to work at least 50 per cent of a full-time position to be included in the pension scheme. Women work part time more often than men, and are therefore more affected by this type of condition than men are.

125. In February 1996 a committee was appointed to draft an Act relating to pension schemes with tax benefits. One of the committee's proposals is to reduce the above-mentioned condition for membership in the pension scheme to 20 per cent of a full time position.

126. The committee has proposed that the period of work necessary to obtain a full pension should be increased from 30 years to 35 years. As this change might prevent women from obtaining full pension rights, the committee has proposed a rule stating that women will earn pension points during periods of maternity leave. It is too early yet to form an opinion on whether or not the proposal will be passed by *the Storting*.

127. An early retirement scheme was introduced in parts of the private sector in 1988. This was an agreement between trade unions and employers' organisations (agreement-based pension), and a similar scheme was introduced at the same time in the public sector. Under certain conditions individuals are entitled to a pension from 63 years of age from 1 October 1997 and 62 years of age from 1 March 1998. The pension may be paid out to persons who are employed in an enterprise that is covered by this arrangement. The early retirement scheme is limited to employees who have worked for at least 10 years after the age of 50 and who have

been employed in the enterprise for at least 3 years prior to retirement. More men than women fulfil these conditions, but in 1996 43 per cent of all pensioners in the agreement-based pension scheme were women.

Table 2. Numbers of people receiving state retirement pensions 1992-96.

Year	Total		Minimum pension		Percentage of all those on minimum pensions		
	Number	Change from previous year	Number	Change from previous year	M+F	Male	Female
1992	620 549	+ 4 361	283 450	- 13 371	45.7	18.9	64.0
1993	623 959	+ 3 410	270 959	- 12 491	43.4	17.0	61.5
1994	624 512	+ 553	260 455	- 10 504	41.7	16.3	59.1
1995	625 353	+ 841	257 752	- 2 703	41.2	15.6	58.7
1996	625 943	+ 590	244 954	- 12 798	39.1	14.1	56.2

128. From May 1998 the minimum pension was raised from NOK 69 360 a year to NOK 81 360. The aim was to give higher pensions to those who have mostly worked in the home.

Benefits for single parents

129. Single parents are entitled to benefits if they are unmarried, divorced or separated and not living with the other parent or a person who cannot be excluded as the other parent. The single parent must have been a member of the National Insurance Scheme for minimum three years immediately prior to claiming the benefits. Benefits for single parents comprise child care benefit, education benefit, transitional benefit, a special supplement and grants to cover removal expenses.

130. The scheme for single parents was revised in 1998 to increase the benefits and to help single parents to become financially self-supporting after a short period of adjustment. Benefits are normally given over a three-year period, but the period can be increased by two years if this is deemed necessary for educational purposes. Prior to the revision, a single parent could receive transitional benefit until the youngest child was ten years old. The main rule today is that transitional benefit cannot be given after the youngest child has reached eight years of age. When the youngest child is three years old, the single parent may continue to receive the benefit on the condition that he or she has a job or is in the process of applying for one, or becomes a student.

Article 11, 2 b) Parental leave

131. The strain of combining work outside the family with caring for small children and the fact that care and work in the home are not shared equally between men and women are some of the reasons for the family policy reforms of the 1990s. These are as follows:

- The period of paid parental leave has gradually been extended, and in 1993 it was set at 42 weeks with full pay or 52 weeks on an 80 per cent wage. Six weeks leave immediately after the birth are reserved for the mother. Four weeks of the rest of the mother's paid leave are reserved for the father. If the father chooses not to make use of his four weeks, the weeks are forfeited.

- A "time-account" scheme allows parents to take part of their paid leave in combination with part-time work. This means that the parents can work shorter hours without a reduction in income until the child is 2 to 3 years old.
- Parents have the right to unpaid leave for up to 2 years.
- Each parent with a sick child under the age of 12 has the right to leave of absence with full pay for 10 days per year. Parents with more than two children are entitled to 15 days each. Single parents are entitled to 20 days per year.
- The parents also have a right to leave of absence when the person responsible for daily care of the child (e g one of the parents, the child-minder or the nursery school teacher) is ill. These days are taken from the same quota as the days to which the parent is entitled if the child is ill.

132. In order to be entitled to parental benefit, the mother must have been in paid employment for at least 6 of the last 10 months prior to the birth. The father is entitled to parental benefit provided that both he and the mother have been in paid employment for 6 of the last 10 months prior to the birth. This means that the father's right to parental benefit is dependent on the mother's right. The Government is planning to make this right independent of the mother's status.

Article 11, 2 c) Child care facilities

Day-care facilities

133. The Government aims to make day-care facilities available for all families who want places for their children. Today, there is about 44 per cent coverage for children aged 1 to 5 years, and it is expected that a coverage of around 70 per cent will meet the expected demand for day-care facilities. Parents are responsible for 30 per cent of the costs of a place at a day-care centre.

The cash benefit scheme

134. The cash benefit scheme was introduced in August 1998 for families with children aged one to two. The cash benefit scheme was extended to families with children aged two to three from January 1999. In principle, all families with children in the relevant age group are entitled to the cash benefit, which was NOK 3000 a month per August 1998. However, if the child attends a day-care institution, the benefit takes the form of a subsidised day-care place, and is therefore not paid directly to the family.

135. The aim of the cash benefit scheme is to give families a real choice as to what form of child care they prefer for their smallest children when their paid parental leave ends - remaining at home themselves, using a private child-minder or sending the child to a day-care institution.

136. The cash benefit scheme was the subject of public debate for a long period before it was introduced, and it is still being discussed. Critics of the scheme claim that it is a step backwards for gender equality, as it is presumed that more women than men will take advantage of the opportunity to stay at home with the children rather than go back to work immediately after parental leave. In other words, it is presumed by the critics that few fathers will make use of this right to stay at home.

137. The cash benefit scheme is being evaluated, but it is too early to say anything definite about how it is being used or about its consequences in general. However, we know already that more families than expected have so far made use of the cash benefit scheme either fully or partially, and that many families combine part-time day care with receiving a share of the full amount of the cash benefit.

ARTICLE 12

138. The Norwegian Government has appointed a committee to review women's health in Norway. Its mandate is to examine gender differences in relation to disease, the effect of diseases specific to women, the concerns of certain groups of women (i.e. disabled, aged, immigrant women) and the influence of living conditions on women's health. The committee has also been asked to suggest innovative measures to improve women's health and their access to and use of health services.

139. The Government's plan to give higher priority to mental health (1999-2006) is gender neutral in principle as both men and women are offered the same services. However, eating disorders, which are more frequent among women than men, have been given special attention in the plan. The care offered to persons with eating disorders has so far been inadequate, and the complexity of this problem makes it very important to strengthen assistance to this group.

140. In 1997, *the Storting* passed an amendment to Act No 56 of 5 August 1994 relating to the application of biotechnology in medicine. The amendment involved a prohibition against the use of gender verification tests for other than medical purposes.

141. The Norwegian parliament has passed an amendment to Act No 57 of 3 June 1977 relating to sterilisation. Pursuant to this amendment, which entered into force on January 1998, sterilisation of women is no longer required to be performed by hospitals, on condition that the procedure is considered safe and the County Medical Officer has given authorisation. Previously, only hospitals were permitted to sterilise women. The same regulations now apply to female and male sterilisation.

142. Health care for pregnant women was strengthened when midwife services were made a compulsory part of the municipal health services on 1 January 1995. The 1982 Act relating to Municipal Health Services states that the municipalities are required to offer pregnant women various health services, carried out by a midwife connected to a family health centre.

ARTICLE 16

Article 16, 1 b) Arranged and forced marriages

143. Most people experience a variety of social expectations about the kind of person they are expected to marry with regard to age, social and economic status, ethnicity and gender. It is important that young people in particular nonetheless feel that they have a real choice.

144. Arranged marriages are common in many parts of the world. These marriages are accepted in Norway as long as they are in accordance with Norwegian law and international conventions that Norway is bound by. Under Norwegian law, women and men have the same right to freely choose a spouse and enter into marriage voluntarily. Either of the spouses may bring legal action to have the marriage declared invalid if he or she has been coerced into marriage

145. Forced marriages are against Norwegian law. When young persons feel that they are not free to refuse the spouse suggested by their parents and they fear the consequences of their refusal, this is to be regarded as a forced marriage.

146. Over the last few years, there have been several cases of forced marriage in Norway. Government funding has been provided for a report on forced and arranged marriages among immigrants in Norway. One of the aims of the report was to find ways to prevent forced marriages. In 1998 the Government presented a platform for action to combat forced marriages.

Article 16, 1 d) Parents' rights and obligations

147. Under Norwegian law, both parents have the same parental obligations as regards both the care and the financial support of children.

148. Amendments to the Children's Act were passed in June 1997, including a provision that all decisions concerning parental responsibility, daily care and visitation rights shall always be made on the basis of the best interests of the child. The Adoption Act also contains a provision that the best interests of the child are always to be considered and given considerable weight in adoption cases.

149. According to another amendment to the Children's Act, a woman's husband is no longer automatically presumed to be the father of her child if the couple have been granted separation by the county governor or by a court decision. As a result of new and more reliable methods of determining fatherhood, amendments to the conditions for pronouncing judgement in paternity cases that are laid down in section 9 of the Children's Act have been adopted: a man who is shown by DNA analysis to be the father of a child, is regarded as the legal father of that child.

150 The provisions on maintenance payments that are laid down in the Children's Act have been described in previous reports. These provisions are presently being reviewed.

GENERAL RECOMMENDATION NO 18 - DISABLED WOMEN

151. Reference is made to the CEDAW Committee's suggestions on this matter contained in document CEDAW/A/50/38, para. 495. Norway has approved the UN standards regarding equal opportunities for disabled people and the Government is therefore obliged to follow these standards in all its policies.

152. The Norwegian Government's second program of action for disabled people 1994-97 included a research project on disabled women: "Ordinary Women - Extraordinary Challenges." The Government's third program of action for disabled people 1998-2001 follows up the

research project. Information and study material will be made and offered disabled women. Another of the objectives is to spread knowledge about help and support services for victims of violence. The police will be one of the target groups for information about violence against disabled women.

GENERAL RECOMMENDATION NO 19 - VIOLENCE AGAINST WOMEN

153. Reference is made to the CEDAW Committee's General Recommendation 19 (eleventh session, 1992), Violence against Women, where it is emphasised that the duty to eliminate violence against women follows both from the general obligations under articles 2 and 3 of the CEDAW and from the specific obligations under CEDAW articles 5-16. Reference is also made to the Committee's suggestions on this matter contained in document CEDAW/A/50/38 para. 494 and 495.

154. Violence against women is a serious problem and constitutes a direct violation of women's human and social rights. We fully recognise that an active public policy to combat violence against women is part of our responsibility under CEDAW. This report will go into a certain amount of detail on the latest policy changes in this field in Norway.

155. Developing measures for the prevention of violence against women and providing services, shelter and support for survivors of sexualised or gender-related violence is a high priority area. The Government intends to further improve the services provided for the victims of this form of violence, and to ensure access to these services for women all over the country. The Government will therefore continue to provide financial support to services that provide shelter for women who are victims of gender-related violence.

156. So far, 52 shelters for battered and raped women and 2 crisis telephones have been established. The shelters were established on a voluntary basis and are open 24 hours a day. The Government also provides financial support for centres that provide help to victims of incest. There are 17 support centres for victims of incest in the country. The number of shelters for battered and raped women has remained relatively stable in recent years, while there has been an increase in the number of support centres for victims of incest.

157. In 1997, 2 500 women with 1 860 children sought refuge at the shelters. They spent a total of approximately 80 000 nights at the shelters. Another 3 500 women sought help and counselling.

158. A considerable number of children live with their mothers in shelters for battered and raped women. These children have often been exposed to violence and/or sexual abuse themselves or have seen their mothers being beaten or sexually abused. Special consideration is being given to the situation of these children and a pilot project has been initiated in order to throw light on their specific needs. A strategy to meet these children's needs is being developed.

159. In recent years there has been an increase in the numbers of immigrant women seeking help at shelters for battered and raped women. The Government is aware of the extremely vulnerable situation of these women and their children. Seminars have been held for shelter workers and health and social workers on the situation of these women and on how the support services can be especially sensitive to their needs. A film on this theme is being

financed by some of the ministries and will be used as a means of disseminating information to the support services on the situation and needs of these women.

160. A recent government-supported university research project on women with disabilities has revealed cases of sexual abuse among women in this group. These women are particularly vulnerable since the perpetrators are often people on whom they are dependent. The prevalence of this kind of violence against women is unknown. The Government will give high priority to measures such as prevention and victim support.

161. The Ministry of Children and Family Affairs holds seminars regularly to provide an opportunity for shelter workers to meet and update their knowledge on the subject of violence against women.

162. Various amendments to the Act of 22 May 1981, No. 25 relating to legal procedure in criminal cases (the Criminal Procedure Act) have been made by the Act of 1 July 1994, No 50, in order to strengthen the position of victims of violence and sexual offences. According to Chapter 9a of the Criminal Procedure Act, victims of sexual offences are entitled to the assistance of a lawyer remunerated by the state. The lawyer is responsible for safeguarding the interests of the victim in connection with the investigation and hearing of the case. The lawyer must also give the aggrieved party any reasonable additional assistance and support he or she may require.

163. The Act also prescribes that in the event of the examination of a witness under 14 years of age in cases of sexual felonies or misdemeanours, the judge is to take the testimony separately from a sitting of the court if this is found to be in the interests of the child or for other reasons. In addition new rules have been adopted, which entered into force on 1 November 1998, governing the testimony taken by the judge. When there is a suspicion that a small child has been sexually abused, a person who is specially qualified to interpret the behaviour of children is to observe the child. The observations are based on a combination of play and talk and the observer gives an account of what has been observed in court.

164. Battered and sexually abused women can now be protected against their abuser. In an amendment to the Criminal Procedures Act (section 222a) that entered into force on 1 January 1995, a person can be prohibited by the public prosecutor from entering a specific area, or from following, visiting or otherwise contacting another person. This instruction can be given if there is reason to believe that there is a risk the person will commit a criminal act against or otherwise violate the other person's right to be left in peace.

165. Several police districts have reported that denying persons who have been sentenced for violence against family members access to the victims has been an efficient means of combating violence against women.

166. In 1995, it was decided to introduce a DNA register. This register vastly improves the possibility of making a positive identification of a criminal. The register is now operative and will include the DNA profile of persons sentenced for sexual offences.

167. In 1995, the Ministry of Justice and the Police appointed a committee (the Sexual offences Committee, which was given the task of considering amendments to Chapter 19 of the General Civil Penal Code (Act No. 10 of 22 May 1902) concerning felonies against public morals.

168. One of the most controversial issues considered by the Sexual offences Committee was whether to extend the applicability of the provision concerning rape to include acts where intent cannot be proved. The committee also discussed whether to increase the penalties for sexual offences and whether to widen the scope of the provision in the General Civil Penal Code protecting individuals in a position of dependence from sexual abuse. The Sexual offences Committee concluded its work in July 1997, and its recommendations have been distributed to the relevant agencies as part of the usual procedure of public consultation when new legislation is being considered. It is thus too early to comment on the results of the committee's work.

169. Norway has a general provision in section 12 of the Working Environment Act of 4 February 1977 on harassment at the workplace. The white paper, which was presented to *the Storting* in connection with the adoption of the provision in 1995, had a special reference to sexual harassment of women at the workplace.

170. The Ministry of Justice and the Police also recognises the importance of treatment in prison and after-care for the perpetrators of sexual offences. Group therapy is provided for male prisoners serving sentences for sexual offences. In addition to the treatment offered in prison, prisoners may be given external psychiatric treatment individually or in groups. The Ministry of Health and Social Affairs provides funding for the treatment of persons convicted of sexual crimes, and aims to increase the extent and types of treatment for such prisoners.

171. In cooperation with the Ministry of Children and Family Affairs and the Ministry of Health and Social Affairs, the Ministry of Justice and the Police has developed an alarm system for women who are threatened by violence – called simply the violence alarm. The violence alarm is offered to women who have been seriously threatened or have been attacked before. The alarm was established to ensure a swift response, and the police have given this high priority. The initiative for this project was taken by the Gender Equality Council.

172. An advisory service for crime victims has been established as a trial project in seven Norwegian towns. The service is intended to provide help, advice and guidance to victims of crime. The project is to be evaluated.

173. The Ministry of Justice and the Police has issued brochures on the rights of victims of violence and on the support and advice available to them. The Ministry has also given assistance to others who have issued brochures in this field.

174. Extensive courses on the investigation of sexual abuse against children have been developed, and are provided by the Police Academy in Oslo. The Ministry of Justice and the Police has carried out a research project on training methods for police officers who will be interrogating children who have been sexually abused.

175. A Resource Centre for Aid to Victims of Violence was established with government funding in 1996. The centre is to be evaluated after a 4-year trial period. It has a mandate to survey the incidence of violence and disseminate the resulting knowledge, to educate the public on the psychological and social consequences of acts of violence, and to increase expertise in this area.

176. A centre called Alternative to Violence (ATV) was founded in 1987 on a private initiative and was the first of its kind both in Norway and Europe. The ATV was established as a centre for men who have problems with violence and aggression in their relationships with female partners. The centre is run by three full-time psychologists and serves as a nation-wide out-patient clinic. The ATV is located in the centre of Oslo and has three main tasks: treatment of violent men, information activities (directed at schools and the general public) and research and capacity building. The ATV is defined as a pilot project and it is being financially supported by the Ministry of Health and Social Affairs and the municipality of Oslo. It has now been evaluated and the future organisation of the project is to be decided upon in 1998.

177. Violence against the elderly has long been a matter of concern. Government-funded projects have contributed to increased awareness and the development of measures to protect the victims of this kind of violence. A government-supported local project in 1991-94 developed a model for protecting elderly persons who are victims of violence in their own homes. The project disclosed that 76 per cent of elderly victims were women. The model requires the help of a local contact person and focuses on how to make contact with victims and how to motivate and assist them to seek help. More and more local authorities are now adopting the model.

Appendix 1

Comments on the fifth periodic report of Norway

A. Comments from the Gender Equality Ombudsman

1. The process

As a member of the CEDAW Committee I have obtained a thorough knowledge of how the national reports are evaluated by the Committee

As I see it, the most essential part of the reporting is not the actual submission to the UN and the following evaluation by the Committee, but the preceding process in the country during the preparation of the report. It is expected that the responsible Government authorities involve other official bodies and also NGOs in this work. This way, the writing of the report offers an opportunity to place gender discrimination on the agenda, an opportunity for the government to be updated on the situation in the country, and to strengthen - possibly establish - a constructive dialog and collaboration between the Government and NGOs.

I find it unfortunate that the Ministry has not used this possibility. The present draft is considered finished by the Ministry. The time given the Ombud, and the other receivers, for commenting, is very short. I assume the reason to be that the proposals are not meant to be incorporated into the report, but only to be enclosed as supplements.

According to the list of addresses, very few institutions are involved. I find it remarkable that neither Forum for Women and Development (FOKUS), Legal Advise for Women (JURK), Institute of Women's Law, Centre for Feminist Research, women committees of the political parties, Norwegian Society of Rural Women, or the parties of the working life (LO, YS, NHO, KS, and others) are invited to contribute to the report.

2. General comments on the report

The report is very brief (25-30 pages). This is an advantage since highly extensive and detailed reports complicate the process of acquiring the principal contents. However, this report is, in my opinion, faulty in many respects.

The report is Norway's fifth, and it is therefore to a great extent pointing to earlier reports, especially those from 1992 and 1995. The problem, is however, that the members of the CEDAW Committee initially are submitted only the national report that is up for evaluation, not all the earlier reports each country have submitted. Even if all earlier information is not given in detail, in areas where few changes have happened, one still ought, at least briefly, to have commented on all the articles in the convention. Especially so as long as the situation is not 100 % satisfactory in the country, when it comes to areas covered by the articles. For Norway's part this applies to most areas in society, particularly considering the de facto situations. I refer to, among other things, Article 4, 5, and 8.

In the report, Introduction, it is referred to doc. HRI\I\Add 6 of June 3rd 1992 regarding information on country and population, political structure etc. Some of this information should also be in the first part of this report, since the members of the committee not necessarily have access to the document. More over, the information is from 1992, and should anyway be updated.

The statistics "Women and Men in Norway" is attached to the report. Gender-segregated statistics is of essential importance for analysing the situation in a country. The assumption being, however, that the relevant places in the report-text refers to the relevant statistics, with short explanations of what the statistic illustrates/what is the main point. This is not done here.

The report lacks a chapter on what Norway does to follow up the Beijing-document "Platform for Action and the Beijing Declaration" of 1995. The CEDAW-Committee expects the countries to report on this. Norway has earlier made a proper report on the follow up to the UN. Information from this can be used.

3. The individual Articles

Introduction
Information is missing, on how this report has been created, that is which offices (public and NGOs) has been involved, and in which way.

Information about the relationship between the state and the church will be demanded, since religion relatively often is used as reason for discrimination and suppression of women throughout the world.

Articles 1-5
The Articles should be divided, and commented on, separately. At all events, information about Article 4 and 5 is totally missing.

In the paragraph "The status of human rights instrument in domestic law", there should be added that the Gender Equality Ombud pressed for CEDAW to be incorporated into Norwegian law as well. This was not done in 1998, and the Government has no concrete plans for it.

To the paragraph "The national machinery for the advancement of women": There is no mentioning here of which responsibility the Ministry of Children and Family Affairs has when it comes to gender equality.

As far as I can see the "Kompetansesenter for likestilling" has been named incorrectly, the title in English is The Centre for Gender Equality.

The reference to the Gender Equality Ombud is very brief. Experience shows that there is interest for information on the particularities of the Ombud-institution - that it not only gives advice and guidance, but also is an office of enforcement, receiving concrete

complaints where violation of The Gender Equality Act is asserted. It is important to mention that the Ombud's function assumes access to information from private and public authorities, and also that the Gender Equality Act entitles the right to collect such information.

Information on resources, both concerning the budget and the number on employees is lacking from the report. Nor is there any mentioning of the connection between the Ombud and The Centre for Gender Equality - how dependent on/independent of the current government the offices are, in addition to the Ministry's possible authority of instruction..

The paragraph "Gender equality in development cooperation". In my opinion, all of this paragraph should be omitted. The Convention on the Elimination of all Forms of Discrimination against Women is directed towards the country's obligations to its own citizens, not towards the means we apply to make other countries improve the situation for their female inhabitants. The Norwegian Development Cooperation is just fine, but of no relevance here.

Article 4 about temporary special measures (positive special treatment) to promote actual equality, is not commented on at all, even though this regulation is on of the most important. Establishing formal equality between the sexes is not a guarantee for obtaining real equality in society. In latter years we have had several discussions about positive special measures, including quota-systems.

The rulings of the EC Court, the Case of Kalanke, and the Case of Marshall, have also been of importance to Norway.

The regulations under The Gender Equality Act § 3, on special treatment of men, was passed on July 17th 1998. The regulation has implications for women's positions as well, among other things because it is meant to dissolve the highly gender segregated labour marked existing in Norway, and it is supposed to counteract the gender-stereotype attitudes to who can best carry out child care.

Another example is NTNU (Norwegian University of Science and Technology) in Trondheim, that successfully accepts girls on a quota-basis to the Department of Computing Science and Information Technology.

Article 5 is not commented on. The Article is directed to changes of social and cultural patterns of behaviour, aiming to abolish prejudice and common practices based on stereotype roles for men and women. In the opinion of the Ombud, this regulation reaches further than the Gender Equality Act authorises. In the proposition for total revision of the Act, sent by the Ombud to the ministry in July 1998, the Ombud has spoken up for an evaluation of the need for such a regulation. Gender-stereotype attitude is the problem in all gender equality work, and results in slower progress. Gender-stereotype adverts aimed at children have been a topic for the past year. One could mention that gender discriminating advertising does not seem to decrease, and also that the Market Control Act § 1, second paragraph, recently has been made more rigorous.

Article 6. Prostitution etc.

In my opinion, an untrue picture is presented when the description of the topic trafficking in women mostly is focused on the intensified regulations on illegal immigration, and little, or nothing, is said about the state of emergency these women are in, or what is done for them. Besides, one should mention the discussion on anonymous testimonies to get to the people who really are responsible. More over, the report should mention the regulatory framework that secures the woman herself from being sent out of the country if the police or other authorities is contacted. Supplemented information on PION is also missing.

CEDAW Article no. 7 and 8. Participation in public and political life.

This paragraph is only referring to women in politics, Article 7.

Article 8 on representing the Government at an international level, should also be commented on. We have 7-8 % female leaders in our foreign stations (Ambassadors and General Consuls). The number is very low in comparison to what we ought to have had, and compared to the standard numbers. The Ministry of Foreign Affairs has for the last couple of years taken steps to promote gender equality. This should be mentioned in this context.

Article 9 - on this point our situation is satisfactory. That is to say that women has actually had better rights than men when it comes to children's citizenship. Therefore we recently amended the regulations to equalize the mother and the father's right to give their citizenship to their own child.

Article 10. Education

This paragraph is, in my opinion, good. It is informative and it points out the difficulties in achieving changes, even though there are rules and measures are carried out.

Article 11 1 b Employment

In my opinion, The Industrial and Regional Development Fund (IRDF), with almost two pages of text, has received a disproportionate amount of space. In CEDAW's comments to Norway's fourth report emerges concern for, among other things, the absence of women in leading positions in the private sector and the gender segregated labour-marked. These topics should therefore have been devoted a much greater attention, and been more precisely and concretely accounted for, like what has been done for the topic on violence against women (Recommendation no.19).

There have been numerous discussions, plans of actions, measurements, efforts, propositions and so on, over the last years to do something in these fields, without any particular results. This can not be passed over in silence.

The parties of the working life, and their work for increasing the equality in the labour marked is not mentioned at all in the text. This should have been done.

As far as the paragraph on part-time is concerned, I recognise my own suggestion, given in my letter of January 26th 1998. I admit that my points were incomplete, they were meant as a contribution to the theme. It should appear that part-time employees include both persons with full-time jobs, who for a period of time works reduced hours (The Working Environment Act § 46, litra a), and persons who are only offered positions with reduced

hours, especially in the health/care/service-sector. Of the latter group, a whole 80.000 want to work full-time, or at least more hours than they do. They are, in other words, under-employed.

In Norway over 90% of all part-time workers are women. Because of this trend, a gender-neutral regulatory framework establishing thresholds linked with the number of hours one works to obtain rights, will often result in inequality between the sexes. There are many examples of this type of de facto discrimination in Norway.

In addition something ought to be said about the problems related to recruitment and promotion of pregnant women, and employees returning from maternity-leave. This subject is regularly on the agenda in Norway.

Article 11.1.e). Social security
Retirement pension schemes differ greatly from country to country. The regulatory framework is, moreover, thoroughly complicated and detailed. Possibly the text in this paragraph could be somewhat clearer in its expression. At least the rule on basic pension (what it is/who gets it) ought to be clarified. In addition there should be mentioned the fact that 8 out of 10 persons with just the basic pension are women. Recently there has been accomplished an amendment in the law regarding spouse-contribution. Another subject focused on lately, is the possibility of dividing the pension points between the spouses.

Article 11.2.b). Parental leave
In the paragraph on paid parental leave, where the weeks reserved for the father is mentioned, there should be stated, for the completeness, that six weeks are reserved for the mother.

One should also mention the right to paid sick-leave in connection with illness on the part of the child's caretaker.

Article 11.2.c). Child care facilities
The cash benefit scheme is mentioned here. Since this is a report on the CEDAW, it would be natural to refer to the cash benefit scheme in a woman's perspective/a gender equality perspective. It is a fact that the introduction of the cash benefit scheme was very controversial and created a lot of discussion, and that the gender equality milieus were thoroughly sceptical.

Article 12. Health
Here I miss information on abortion, and on AIDS/HIV. Moreover, there should be given a critical analysis of the sick-leave statistics.

Article 12, 14, and 15 are not mentioned in the report.

Article 14 is about rural women.
In contrast to many other countries, in Norway it is the women who are leaving the countryside, and the men who stay behind. Under any circumstance, the subject of rural women (in the villages and in the fisheries) is a priority in 1999, among others for the

Ministry of Agriculture, of the IRDF (support for establishment), and is the main subject in the Women Show the Way - fair in Hamar in August of this year.

Article 16.d). Parents' rights and obligations

There should be mentioned that 90% of all single-parents are women, and that the share of single-fathers has not increased in recent years, rather the opposite. Also the regulatory framework for children's maintenance supplement is up for evaluation.

CEDAW General Recommendation No 19 - Violence against women

This paragraph offers a full account on the subject. I limit myself to referring to what is said by The Centre for Gender Equality on this.

B. Comments from the Centre for Gender Equality

We have focused specifically on the areas of the report dealing with the Articles relating to violence against women. The following are our comments:

CEDAW Article 6, Prostitution and trafficking in women
We recognise that the Norwegian authorities intend the amendment of the Immigration Act, No 64 of 24 June 1988, to have a preventive effect on cases involving trafficking in women. However, we believe that it is unfortunate to relate the problem of trafficking in women, to illegal immigration, and to see trafficking in women as a problem involving illegal immigration. By doing so, the Norwegian authorities are focusing on the women in prostitution and trafficking as the prime agents in the activity of illegal immigration, and as such are placing the blame for this activity on the women. It focuses on the women who are trafficked as illegal immigrants, implicating them as 'criminals', as responsible for the criminal activity of illegal immigration, rather than as persons being exploited and victimized through the criminal activity of trading and trafficking in women, as persons who need support.

CEDAW Article 12 Health
We wish to point out here that special consideration needs to be paid to both the short term and longterm mental and physical health consequences to women who have been battered, raped and or sexually assaulted.

CEDAW Article 16 b), Forced marriages
As the report points out under this Article, in recent years we have seen examples of marriages entered into under coercion in Norway. However, we believe that there needs to be a better clarification between the practices of "arranged marriage" and "forced marriage". We see that it could be a problem for young people growing up in Norway with parents from other cultural backgrounds, that they are expected to marry a partner chosen by the family.
However, we find that there is an unfortunate confusion in the report between the practice of arranged marriage, which is the norm in many cultures, where the marriage is most often arranged by the parents or other family members, and in principle involves the consent of all the parties involved, and, forced marriage, which involves the use of coercion, where young people are forced into marrying people chosen by their parents or other family members, against their will. Such marriages entered into by coercion are forbidden by law in Norway. Spouses who have been coerced into marrying may take legal action and have the marriage declared invalid. We would like to point out that this is a complicated issue and that the boundaries distinguishing force and consent are not always easy to draw. It can be difficult at times to draw a clear line between marriages that are forced, and those that are arranged with the consent of the young people concerned, and that it can be sometimes difficult to determine whether, in a marriage that has been "arranged", "force" has been used.

CEDAW General Recommendations No 19 – Violence against women
Measures to prevent and eliminate violence against women.

It is important to point out here that shelters for battered women, as well as the support centres for survivors of incest are run by non governmental organizations and are financially supported by the government. The government recognizes the importance of the work done by women's organizations in exposing and combating violence against women.

Alarm system for women threatened by violence
The initiative for this project was taken by the Gender Equality Council.

General comments under this section:
We wish to point out here that the aim of Norwegian gender equality policies is that all women and men shall enjoy the same / equal rights, and have the same duties and possibilities, in all areas of societal life. This aim cannot be achieved as long as women are exposed to systematic violence and abuse. Therefore the issue of violence against women is closely connected to the equal rights and equal value of men and women. Violence against women is an extreme expression of the oppression of women in society. The fact that many women are exposed to gendered violence and sexual assault, limits to a very great extent their possibilities for active participation in society on equal grounds as men. Seen in this light, violence against women is a breach of women's human rights as well as a breach of the principles of democracy and active participation.

There ought to be a general strengthening of gender equality work and greater resources ought to be put into this work.

As can be seen from the report from the government under this section, one can see that much has been done in Norway. Several positive measures have been taken by the government. However, we believe that much more remains to be done. Much remains to be done in the area of prevention as well as in the area of providing services and support to those who have been exposed to violence and sexual assault.

It is difficult to give any exact figures as to the extent of gendered violence, or the numbers of women being exposed to violence. Shelters in Norway report that about 2500 women and 1800 children seek refuge at shelters for battered women in the country each year. Experts maintain that ca. 100 000 men in the country with a total population of ca. 4 million people, use violence against their partners. We feel that a documentation of violence against women in the country is sorely needed, for a better insight into the forms, incidence and extent of the violence women are exposed to. Further, we propose that a committee on violence against women be established that would be responsible for getting an overall insight into the problem and for proposing a co-ordinated approach in combating this kind of violence. As violence against women has consequences on several aspects of women's lives, the committee could find ways in which the different instances could cooperate in providing their services. Exposing all the aspects of the problem is an important part of the process of combating this particular form of violence. In the judicial area, a violence against women act, as the one initiated by the government of Sweden could be proposed that could regulate all aspects of these forms of violence. Greater effort and attention needs to be paid to the training of, and the sensitizing of police in dealing with violence against women and in assisting and supporting those who have been exposed to gendered violence. Greater effort needs to be placed also on the training and sensitizing of health care personnel. Both the police and the health care system ought to find methods that would encourage and support more women in making out complaints against their abusers. For example, the police and health care personell could assist the woman in gathering the evidence she needs in court. There ought to be a co-

ordinated approach in providing support to those who are getting out of abusive relationships. This is necessary, if they are to have a realistic chance for a fresh start free from violence.

NGOs and women's organizations working in the area of equal rights ought to be strengthened and their financing secured and guaranteed by the central government. The financial support to shelters for battered women ought to be ensured. As of today, the central government does provide 50% of the shelters' budget. However, the security of the shelters for battered women is dependant on the municipalities or Local authorities. It is they who approve the shelters' budget. Recently, some municipalities have been cutting down on their budgets for shelters, which means that the central government also cuts down on its share of the financing. This creates an unstable and insecure situation for the shelters.

C. Comments from the MiRA Resource Centre for Black, Immigrant and Refugee Women

There are about 70.000 immigrant women living in Norway today. Among them only one fourth are of a non-European origin. Nevertheless, it is this group of women who experience severe discrimination in society not only based on gender but also based on their racial or cultural origin. The awareness about the specific situation of immigrant women and the short commings of gender equality laws in relation to ethnic minority women has increased lately but we have yet to go a long way to have a real integration of minority women in the Norwegian society. Hopefully, their is a process going on to take up the new challenges of a pluralistic soceity which Norway is today and make the necessary changes within the socio-economic, political and legal structures to meet the new situations.

There is a broader agreement within European governments that integration of immigrants in general is not only a descriptive concept, but also a normative one. 'In democratic and pluralistic societies, it involves not only individual adaptation, i.e. the crossing of boundaries which separate immigrants, foreign citizens and minorities from the native majority, but also a blurring of these boundaries and thus a pluralisation of citizenship and cultural afflictions in the receiving society as a whole' (CDMG(94) 25E).

There are many obstacles in the integration of ethnic minority women especially in regards to creating equal opportunities for their participation in the labour market, education and other socio-economic and political spheres. Some of the obstacles could lie within the communities themselves while the others are due to the lack of real equality policies to integrate immigrant women's resources within society.

The traditional attitudes to education for women and girls, employment and the social and family role of women could limit minority women's participation in broader society.
On the other hand, discrimination and exclusion from the labor market, lack of access to the education and no recognition of previous experiences limit ethnic minority women's opportunities to integrate on their own premisess.

One has therefore to look at the various factors within a social context of a multicultural society in order to make polices to eliminate all forms of discrimination against women in general and against ethnic minority women in particular.

The Norwegian fifth report to the UN lack a perspective on the spacific gendered reality ethnic minority women live in. The MiRA Resource Centre has the following to add to the Norwegian report on the elimination of all forms of discrimination against women.

CEDAW articles 1-5 - Gender equality in the legal system.

According to the 5th Norwegian report to the UN, the Norwegian gender equality act that was enforced from 1979 is currently undergoing a revision. The aims for revising the act are stated to increase its impact in questions of equal pay and other issues relating to the labour market. According to the report there are also plans for an overall revision of the act, as it bears the marks of being drafted and adopted at a time when gender equality was less widely observed and more controversial than it is today.

The MiRA Centre feels that there are many more reasons to revise the gender equality act in the year 2000. Our experience shows that at the time gender equality act was enforced Norwegian society was still considered more or less a mono cultural society. The immigrant women had not yet gained a voice of their own to raise their issues within the framework of the gender equality act. Their specific legal situation was thus always seen as a part of the immigration legislations. Therefore, the gender-based discrimination which ethnic minority women faced, which in some accounts would be different from the majority women was not taken enough care of by the gender equality act.

As we move towards a new millennium the Norwegian government has recognised the fact that Norway is today a multicultural society with diverse religious and ethnic minorities. The government has also commited itself (st.meld. om det flerkulturelle Norge) to practice active pluralistic polices to improve the social conditions of ethnic minorities. It is therefore necessary that while revising the gender equality act the government include the specific situation of minority women.This will also strengthen the act as it will be inclusive of all women and an instrument for them to question injustice.

This could be done:

To restate the Norwegian statement to the UN general Assembly, 53rd session, third committee on the advancement of women. It says that "a new millennium requires gender equality policies based on achievements and lessons learned from past, as well as openness in response to new situations. In Norway, we have become increasingly aware of the differences among women. We know that in practice, women with disabilities and immigrant women do not enjoy the same opportunities as other women. This discrimination requires specific measures and we have to broaden and even change our traditional picture of women as one group with the same needs."

The aspirations of this statement could be put into practice by making this perspective a part of the gender equality act.

There is an urgent need to take affirmative actions to promote gender equality for minority women, particularly in the field of education and employment. The differential treatment of men and women is already seen in accordance with the act if it promotes gender equality in accordance with the broader purpose of the act. The preferential treatment is also given to men in certain professions connected to child care and teaching.

To include minority women in this category will be in accordance with the broader purpose of the act. The preferential treatment of minority women will lead to the establishment of role models for the younger generation and combat gender segregation of ethnic minority women.

CEDAW article 6, Prostitution and trafficking in women

MiRA centre supports the comments made by the Centre for Gender Equality (Kompitansesenter for likestilling) that it is unfortunate to connect trafficking in women to illigal immigration. We therefore restate that trafficking in women is a much more serious crime and would need to be looked at differently than the mere need of the Norwegian authorities to controle immigration. We would also like to restate the point made in the comments by the Centre for Gender Equality that, in its present form the Norwegian report focuses on women who are trafficked as illigal immigrants, implicating them as 'criminals', as responsible for the criminal activity of illigal immigration, rather than as persons being expolited and victimized through the criminal activity of trading and trffiking in women, as persons who need support . We urge the authorities to reevaluate this point if the purpose is to support women.

CEDAW Article 19, violence against women

The MiRA Centre recognises the intention of the authorities to organize information seminars for the establishment to increase their knowledge about the specific situation of immigrant women who are the victims of violence. However, a number of women today are forced to stay in violent relations due to the lack of legel rights. The immigrant women who join their husbands under the provision of family reunion, have no independent residence permit before three years of their stay in Norway. In the cases of grave violence and abuse they are often forced to stay within the family and physically live with their husbands until three years before they can apply residence permit of their own. If the marriage breaks before three years these women risk to be deported.

The MiRA Centre, through its crises help and counseling to the victims of violence for the past twenty years has gathered a valuable data on the forms of violence ethnic minorty women are exposed to. We have documented lately a large number of cases where the native Norwegian men marry foreign women, bring them to Norway and keep them like domestic slaves and in some cases use grave sexual and physical violence. If the women protest the men just call the police and the women's residence permit is withdrawn at the time of renewal. The police and immigration authorities often believe the men's rather then women's testimony. A woman is seldom given the opportunity to try a separation period which is a matter of course in all other divorce cases. This is because during the separation period she might compleet the three years period and it would be difficult for the immigration authorities to deport her.This situation and a general lack of legal protection contribute in perpetuating violence against ethnic minority women and empower men to keep them in subordinate position.

We feel that there is a little recognition of the valueable work community based NGOs like the MiRA Centre has been doing for the past twenty years in the official report. In order to prevent violence against ethnic minority women one has to empower women themselves. One of the measures could be to strengthen self organisation of minority women and provoide them with necessary financial support. The women themselves have to be the main source of finding solutions for the prevention of violence.

CEDAW Article 10, education and article 11, employment

The MiRA Centre would like to draw the attention of the authorities towards specific gender discrimination of ethnic minority women in relation to education and employment. We are aware of the fact that the traditional gender equality discources define gender discrimination mainly on

the basis of sexuality undermining the race and class issues. However, in the everyday life of several thousand women these factors play a central role.

The ethnic minority women face difficulties related to work permit, the type of jobs available for them and the lack of recognition for their previous academic qualifications.

We feel that the polices to eliminate all forms of discrimination against women must go beyond securing equall entitlements and address the problems of segregation in employment, housing and education. It has to be born in mind that the poor living conditions of ethnic minority women in Norway are usually a result of both gender discrimination and structural disadvantages. The polices ought to combine the fight against structural causes with group specific protection against discrimination and elements of affirmative action that allow women to develope their own potential for overcoming the effects of gender discrimination and social exclusion.

The MiRA Resource Centre for Black, Immigrant and Refugee Women
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D. Comments from the Women's Front of Norway

Generally speaking Women's Front of Norway finds the report to give an overall positive and right picture of the situation of women and the work for gender equality. However, as a feminist organisation we look further than gender equality, our goal is women's liberation. By organising and thus raising our consciousness through protests against all discrimination that women experience in a society dominated by men; economical, sexual, political and cultural, we want to change the world as well as our own lives. On this background we find two negative tendencies in the report.

The report tends not to see/emphasise the wider context of issues and explore connections
Example: Sex-segregated choices of education and the status of typically female vocations are to a great extent seen in the context of the education system itself. However, it is important to see education as part of the societal gender power structure and go for higher status and wage not only changing attitudes of students. Many girls are educated to low wages and low status in their future jobs (p.13). Many girls/women are still fighting for recognition, many are refused apprenticeship and/or rise in wage as skilled workers (p. 12).
Another example: The general super- and subordination of men and women is a hinder for women's ability to get and hold a job for a wage to live by and a working-day to live with. Part-time jobs are a consequence and often the only possible solution for women who are given the main responsibility for housework, family matters, children and others in need of care, matters that should be the responsibility of men and women in the family and not least the society in the form of child and old age care etc. 6 hours working day would be a solution, but instead we got the cash benefit scheme which underlines the privatising tendencies and the gendered super- and subordination .
Still another example: Violence against women are rightly emphasised, but violence in and due to prostitution and pornography should be included. The indirect violence through the pornographic picturing of women which are to be found in seemingly forever greater varieties as well as the general super- and subordination of men and women must be taken into consideration. The battering of women and women's health issues more generally (p.26) may in some respect be seen as a "natural" consequences of the power relations imbedded in the family-structure.

The report tends to emphasise the contribution/achievements of the Government, and through that minimise/exclude organisations/movements and/or activities and claims.
Example: the movement Women Across with a unique ad hoc co-operation of conferences, demonstrations, web-sites on a national level as well as locally for instance in Oslo, Bergen. Stavanger and Tromsø since 1994. Women from a variety of labour organisations, from women's organisations and other milieus come together to exchange views and develop strategies on important issues concerning women's economic independence, working-hours, welfare etc. i.e. issues of importance in and for the report. 6 hours' working day is very important in this movement as on several general assemblies of labour unions the last years – as a general strategy as well as projects in particular communities and working places. (p.18)
Another examples: FOKUS (Forum for Women and Development) the women's resource and development centre with a secretariat and a variety of 50 women's organisations as members is important, for instance in relation to development co-operation. (p.8)
Still more examples: the engaged public debate around the amendment of 1995 mentioned on p. 6 is not in the report and the active co-operation of several women's organisations in the campaign for more women in politics mentioned on p. 11 is not visible either.

Prostitution and trafficking

"Unfortunately the important and growing problems of prostitution and trafficking in women are not mentioned in the strategy although it is at the core of many of the priority areas" (p. 8)

On page 10 we propose several extra points:

Many profiteers such as contact/marriage agencies, owners of camping sites, massage parlours and restaurants are expanding their activities - regardless of the violent effects on the women and the resulting degrading views on foreign women in general.

Shelters for battered and raped women report that more foreign women – lately especially Russian women - come there due to violence by their Norwegian husbands. Sometimes foreign women are treated like a sex-slave by their husbands. Some are expelled from Norway if they must leave due to violence or are kicked out by their husbands before 3 years stay in Norway. Some come to or end in prostitution.

Independent status for foreign women is an important claim also in connection with trafficking.

UDI has referred to the Russian women's missing work permit thus moving towards seeing prostitution as work which is a much debated view internationally.

Kvinnefronter denounced the definition of prostitution forwarded in the Sex Crime Committee as ignoring the violence against the women and the responsibility of the men. The claim of criminalising the buyers has been heatedly debated, many want the Norwegian government to duplicate the new Swedish law.

PION is one of many organisations in this field. Others are working against prostitution and trafficking, among them Kvinnefronten, who has initiated a Norwegian branch of the international network Coalition Against Trafficking in Women (CATW) and is member of the Network in North, consisting of Norwegian, Saami and Russian women's groups and others.

Employment and remuneration

Kvinnefronten misses a more thorough discussion and contextual treatment of this important issues – as written above. We propose some points to be included:

There is a clear genderd power-structure in the working life connected with the organization in and of families as well as socialisation, which lie behind the difficulties in achieving gender equality on leadership level" (p.18). This also holds for the differences in working hours (p.18) and pay (p.19)

Part time work is a solution for many women due to the gendered power-structure in family and work as well as the insufficient numbers of day care facilities etc. Statistics show that many wants full time jobs if available and possible. 6 hours' working day would be a better solution which also would have positive consequences for women's pay and for the division of work and spare time in the families. (p. 18)

Health

We enclose the comments for the officially appointed Women's Health Committee - letter of 04.06.98.

Important questions concern the influence of women's position as a subordinate sex and of the suppression of women's sexuality on their health. Reproductive health is another important issue.

LETTER TO THE OFFICIALLY APPOINTED WOMEN'S HEALTH COMMITTEE
From KVINNEFRONTEN (WOMEN's FRONT OF NORWAY) att. Eli Aaby
Oslo 04.06.98

The first field of interest that we ask the Women's Health Committee to look at is what influence women's position as a subordinate sex has had on their health.
We also ask you to see health as a whole, including the influence from economic, ideological, political, cultural, social, psychical and physical relations.

Through our political work we are aiming at total liberation for women, and we have learned that women's life-situation must be seen as a whole.
We are living at the same time in many different sectors, such as the cultural and the school sector. We do our work both within the families and at places of work.

Different conditions influence each other, and our conclusion is that both the struggle for free self-determined abortion and against pornography has been of great importance to our work for equality and to claim higher wages for women.

Women's health must be seen in connection with their childhood.
Under what conditions do they grow up?
Are their potential for development taken care of in nursery schools and elementary schools?
Are the teaching adjusted in a way that enables the girls to learn, or are they still being neglected in favour of the noisy and attention-seeking boys.
We believe that their health can be improved if the girls' self-esteem and sense of equality are strengthened when they are young.

Work is being done in nursery schools and schools, also bearing in mind the need for protection against incest and other sexual abuse. But to get to the root of the problem, it is necessary to change the attitude of adult men.

Girls today are educated to the same extent as boys, and most women are having employment.
The conditions at the labour marked are characterised by discrimination when it comes to choice of occupation, wages, working-hours and the opportunity to make a career.
The lack of sufficient public services concerning nursery schools and care of the aged have greater consequences for the health of women than it has for men.
It is women who take inconvenient and reduced working hours in order to combine paid employment with care-taking responsibilities at home.

Pensions and insurances are still adapted to the typical male pattern of working-life. Women work more than men, but get, as a whole, lower wages and pensions.
Women make up the largest part of people receiving minimum pension. They are also the poorest in our society, with what consequences this implies for their health.

The big inequality between wages and working conditions of men and women influence women's health in two ways:
One is the hard work in itself: Women has less influence on their own situation at work. They have the most strenuous and the most monotonous work.
Those employed within the rotation system in the health sector still have longer working hours than shift workers in the industry.

Women do more housework and care-taking in their private lives than men do, and they have less spare time.
We see this as a cause for the development of illnesses in the muscles and skeleton, sleeping disorders and general exhaustion.
We must also look at the way women's health is being compared to that of men. This is done in such a way that the male is set as a "standard", without taking into consideration the differences described.
Another fact of importance to women's health is what is being categorised as occupational hazards and what is not.
We hope the Women's Health Committee will take time to get involved when the Storting (Norwegian parliament) discuss the subject this spring.

A proposition that the Kvinnefronten (Women's Front of Norway) has worked towards for many years is the introduction of the six hour working-day with full compensating wages. We have many arguments in favour of this reform, one being that it will be of considerable benefit for women's health.

The second field of interest that we ask the Women's Health Committee to look at is the suppression of women's sexuality, as well as cases where sexuality is being used as means of suppression.
It could be the sexual abuse of children, abuse of women at home, sexual harassment at work, rape, pornography and trade of women.
These encroachments lead to considerable damage on women's health. We refer to articles and reports from women's crisis centres and from support centres for incest victims, and also the works of the Norwegian medical doctors like Berit Schei and Anne Luise Kirkengen.

The Sexual Crimes Committee, who presented its report last summer, represents a step backward in relation to the changes in attitude and alterations of the law that the Kvinnefronten has struggled to achieve.
The committee has not taken into consideration that women are being exposed to sexual abuse and degradation, and that this is the usual case in pornography and prostitution.
Kvinnefronten has in our pronouncement supported the minority in the committee.

We have with great anxiety noticed that the Ministry of Children and Family in their government bill for the National budget for 1998 suddenly, and without seeing the problem, introduced the conception of "forced prostitution", and that Russian women are being expelled from the county of Finnmark because they do not have a work permit for prostitution.
What consequences will this have for women's health if the authorities start to draw a distinction between voluntary and forced prostitution, and sees prostitution as an occupation?

Better information about birth control and sex for boys and girls protects the girls from feeling pressured to have sex. It also protects from sexually transmitted diseases and unwanted pregnancies.
This gives a new perspective to the anti-pornography work. The pornography represent a considerable part of the sexual education, especially for young men. The impressions they get is damaging for the boys, and also for the girls they relate to. It afflicts their view of women, their relation to sexuality and it causes a regrettable connection between sex and violence.

When we started looking at pornography we studied how women were presented and the myths that are spread. It caused us to notice how porn influence advertising. The way women are presented in advertising expose women, especially the young, to an beauty-ideal that is fundamentally unhealthy.
Eating disorders have become a large part of the problems that concerns women's health. It afflicts a growing number of age groups, but the young suffer most.

The third field of interest, that we ask you to look into, is conditions that might improve the reproductive health in Norway.
We are lucky to have a law that lets women decide whether or not they want an abortion, but the great benefits this has on women's health is not taken into consideration.

The law itself has been under attack ever since it was passed 20 years ago, but there is too much agreement behind it to really threaten the right to abortion. But from time to time there are suggestions to make restrictions.
Advancement in medicine makes it possible to diagnose the fetus at an early stage. So we see a danger that women's right to decide might disappear in a number of possible, as well as impossible, choices.
Our suggestion is to raise the limit for self-determined abortion from the 12'th week to the 18'th week. Increased knowledge about the possible condition of the fetus should not give authorisation to other than the woman herself as to whether or not she wishes to discontinue the pregnancy.

We see that although the situation for women seeking abortion is generally good, it has taken a long time to introduce medical abortion.
We also see that new medical techniques to induce pregnancy put a pressure on women to bear children. Women, in their wish to give birth, expose themselves to "voluntary" treatments, still on an experimental stage, and without knowing the implications and side-effects.

Education about birth control and sex is, and has always been, an important part of the Kvinnefronten's strive towards better reproductive health.
In the seventies we participated in setting up offices where young people could get contraceptives. This was done as a part of the work towards greater sexual freedom.
We support all efforts to make contraceptives easily available to all.

Women who wish to be sterilised can not easily have it done. In some parts of the country you have to wait for two years to get the surgery.
In connection with the 25'th anniversary in 1996, the Clinic for Sexual Advice forwarded a plan of action towards self-determined contraception.
Kvinnefronten supports this plan.
We also support the establishment of health clinics for young people in the districts.
We want midwives and public health nurses to have the right to prescribe contraceptives, until these are allowed without prescription.

We strongly oppose the work of the Norwegian organisation named "Alternative til abort" (Alternative to Abortion), AAN.
We are concerned about the fact that they are receiving as much money from the National budget as all the efforts to prevent unwanted pregnancies.

The financial support of AAN seems to be given as a result of a political struggle within the Norwegian parliament, not out of consideration for women's health.
The prevention of pregnancies is not the main aim of AAN. Their consultations are few, and often expensive, compared to the health clinics for young people and the health care for pregnant women in the districts.
We oppose this practice because we think the advice should be given bearing in mind that the woman herself is going to make the final decision about what is right for her. The main objective should not be to find an alternative to abortion.

We see from the commission of the Women's Health Committee that you are supposed to suggest measures that can be taken without increasing the cost of working towards the improvement of women's health. One way of doing this would be to take the money that is given to AAN and instead use them to support the health clinics for young people, the Clinic for Sexual Advice and ambulatory health services in the districts.

We hope the Women's Health Committee will continue the work already done to make the conditions easier for pregnant women, especially bearing in mind the conditions at their place of work.
When it comes to health care for pregnant women, we wish to point out that it worries us to see that there still are districts where the midwives work only part-time. The consequence is that the midwives can't take the time needed to tend to their extensive duties, as they are supposed to. They also could not support themselves economically through their own work.

There has been a great centralisation and shutting down of clinics where women can give birth. This tendency continues. Kvinnefronten has taken part in the work being done to prevent this from happening in the counties of Østfold, Nordland, Trøndelag and Hordaland. Instead we wish for a development towards de-centralisation and a diversified offer to women giving birth.
The centralisation and unification of birth clinics is done for economic reasons, not out of consideration for the wishes of the women giving birth, or to ensure medical safety.
The processes of pregnancy, birth and maternity are all natural, so healthy women should be given more choice and more diverse opportunities than today.

The conditions at the women's clinics and the large hospitals are characterised by a fast moving pace and bad sanitary conditions.
We do not welcome a development where maternity homes start to look more like hotels, with few midwives and children's nurses employed.

Considering today's family-pattern it is our opinion that it still is a public responsibility to offer care and guidance to parents and their new-born children.

E. Comments from the Confederation of Norwegian Business and Industry and the Norwegian Confederation of Trade Unions

Article 11.1 b) Employment

Trends in leadership

Under this chapter, we find it natural to include something about NHO's work to increase the share of women managers, and something about LO's work to increase the share of women top union representatives.

"In NHO's enterprises, there has been a gradual increase in women's share of top managers, other managers and in recruitment positions. In 1995, 3,3% of all top managers were women, and in 1997 this share increased to 5,2%. Their share of other managers increased from 7,9%, and the share of women in recruitment positions increased from 17.7% to 19.9%.

We see that developments have speeded up in recent years, and this may be the result of more conscious investments in projects in the enterprises which motivate women to take on top managerial positions, and of women constituting an increasing share of people with higher education.

NHO is a driving force in this process, and through Women in Business and Industry, several measures have been initiated with a view to increasing women's share of managerial positions."

"The Norwegian Confederation of Trade Unions has for several years been working systematically to ensure that women are represented according to their share of the membership which today is 45%. A survey made in 1997 shows that the share of women managers and union representatives is well in agreement with their share of the membership. Women are poorly represented in the following positions in some national unions: trade union leaders, senior union representatives and national union presidents. LO is a driving force in efforts to improve this situation. The LO leadership consists of five women and three men."

Part-time jobs

In this chapter, we feel it should be pointed out that part-time workers and full-time workers do not actually enjoy full equal status.

"Women's main reason for working part-time is that they do not have access to, or are not offered, more extended positions, and that they lack child-care facilities. Part-time workers

earning less than NOK 56 700,- are, following a proposal from the present Government, not entitled to sickness benefit as from 1999. Part-time workers working less than 14 hours a week are not entitled to public service pension."

Article 11.1.d) Remuneration
Measures for achieving equal pay between women and men

The lack of equal pay is attributable to various conditions, and a description of these conditions is therefore needed in order to clarify the need for various types of solutions and strategies.

"LO and NHO call attention to the fact that there are various reasons behind the unequal pay situation between women and men: Low pay, discrimination of values in jobs dominated by women, pay differences within the same occupation, women's low share of managerial positions, part-time work."

Developments in collective agreements
" LO and NHO, the main social partners, placed equal rights and equal pay on the agenda at the central level in 1995. A letter of intent was entered into, and a 10-point programme containing concrete measures was elaborated.

The 1995 agreement was followed up in 1996 in the industry-level negotiations. Committing provisions were included in the individual agreements. All collective agreements between NHO and LO do now contain provisions on equal rights/equal pay. The parties at the enterprise level have been instructed to work actively to ensure that women and men are offered the same possibilities in terms of work and occupational development.

In 1997, the parties committed themselves at the central level to prepare strategies, courses and conferences and to develop material to support the work at the local level."

The joint 10-point programme for equal rights and equal pay between LO and NHO
"In the 1995 collective bargaining round, NHO and LO agreed to step up their efforts for equal rights and equal pay. As a follow-up to the supplementary agreement to the Basic Agreement on equal rights, the parties agreed on a 10-point programme which places the responsibility both for equal rights in the enterprises, the importance of awareness-promoting work, the responsibility of the parties for attending to the equal rights perspective in employment processes, skill-upgrading training and recruitment, the charting of pay differences between the sexes in the individual sectors, and that equal rights shall be given a central place in the information meetings organised by the parties in connection with the collective bargaining rounds. The 10-point programme is currently being revised."

Research on equal pay and career development
" 'NHO and LO have on several occasions initiated and contributed with funds to research activities on equal rights and equal pay. Two reports have been elaborated in a cooperation between the parties and various ministries: "Gender disparities in occupational life" and "Readjustments and internationalisation" – general trends and consequences for the recruitment, the occupational life and the work situation of women in enterprises."

Article 11, 2 b) Parental leave

Paternity leave

"Independent qualifying rights for fathers to a birth grant is a precondition for ensuring that fathers make use of a larger part of their parental leave. NHO and LO are working for a more even distribution of the parental leave for mothers and fathers. Efforts are currently underway to include this in the revised 10-point programme between LO and NHO. LO is, moreover, running a separate project on Men – equal rights – quality of life.

LO and NHO do further believe that the cash benefit scheme may reverse recent years' positive developments with regard to men's use of parental leave."

Article 11,2. c), Child care facilities

The cash benefit scheme

"NHO and LO are concerned about the lacking inquiry into possible impacts of the cash benefit scheme on the equal status situation between the sexes and the lack of labour in occupations and sectors dominated by women."

F. Comments from the Organisation for the Shelters for Battered and Raped Women

[Krisesenter sekretariatet]

Article 16b), Forced Marriages

Klarere skille mellom arrangert- og tvangsekteskap

"Arranged marriages are the norm in many cultures. **Parents often have expectations to whom their children should marry and this sometimes means a person chosen by the family.**
This may present a problem for young people who have grown up in Norway as 2nd or 3rd generation immigrants and thereby are influenced by other cultural values.
It is important to see the differences between arranged and forced marriages.
The last years we have seen examples of marriages entered into under coercion in Norway.

Under Norwegian law,.....into marriage.

The Governement has financed.....forced marriages."

General Recommendation No.19 - Violence against women

Measures to prevent an eliminate violence against women.

- Skille Krisesentre og incestesentre
andre avsnitt :flytte setningen om incest-sentre etter fjerde avsnitt

Begynnelse 2.avsnitt:
"As for today there are 52 shelters for **battered and raped women** and 2 crisis telephones. **The Shelters are all run as Non Governmental Organisations, and their services are open 24 hours a day.** The number of shelters for battered women has remained relatively stable in recent years. **In 1997 2.500 women with 1.860 children sought refuge at the shelters for battered and raped women and they spent a total of 80.560 nights at the shelters. In addition approximately 3.500 women sought help/councelling during day time.**

The Ministry of Children and Family Affairs holds a today seminar every year to provide an opportunity for shelter workers.....women.

A considerable number of children.....developed.

In recent years there has been an increase in the numbers of immigrant women seeking help at shelters for **battered and raped women**.....needs of these women.
Some of the immigrant women are also in a vulnerable position due to the fact that their recident permits are dependent on their marital status for the first three years of their stay in Norway. Allthough §37,6 in the directives to the Immigration Law states that women who have been abused shall be granted permits to stay in Norway, we see that it is very diffucult for these women to provide evidence of the abuse.

The Governement also provides financial support for centres that provide help to victims of incest. **Today there are 17 such support centres.**

.....

Legislation aimed at combating violence against women.
Avsnitt 7:
On of the most controversial issues considered by **a minority of** the Sex Crime Commitee was whether.....committees work.

Nest siste avsnitt:
"A centre called Alternativ to Violence (ATV) was founded **on a private initiative by two male-psychologists** in 1987, and was the first of it's kind in Norway and Europe.....in 1998.